

From: "Blair Taylor" <btaylor@memphistomorrow.org>
To: Philip.Spinosajr@memphistn.gov
CC: "Ben Adams" <badams@bakerdonelson.com>
"William Gibbons \(\wgibbons\)" <wgibbons@memphis.edu>
"Jordan, Bryan" <Bjordan@firsthorizon.com>
Date: 6/20/2017 7:35:58 PM
Subject: RE: Your support for the DROP Freeze program

Councilman Spinoso – I just wanted to say thank you on behalf of Memphis Tomorrow for your vote for the DROP freeze ordinance. Really appreciate your support for Rallings, the administration and the officers who are willing to extend their service during the rebuilding of the complement over the next few years.

Thank you.

Blair

Blair Taylor
President
Memphis Tomorrow
22 North Front Street, Suite 670
Memphis, TN 38103
Office: 901.322.8080
btaylor@memphistomorrow.org

From: Blair Taylor
Sent: Monday, June 19, 2017 8:33 AM
To: 'Philip.Spinosajr@memphistn.gov' <Philip.Spinosajr@memphistn.gov>
Cc: Ben Adams <badams@bakerdonelson.com>; Bill Gibbons - MSCC (wgibbons@memphis.edu) <wgibbons@memphis.edu>; 'Jordan, Bryan' <Bjordan@firsthorizon.com>
Subject: Your support for the DROP Freeze program

Hello Councilman Spinoso.

I'm sorry we never connected last week other than via voice mail. I thought it might be helpful for me to send a note this morning with greater detail about our concerns and request for your support in case we don't connect by phone before the vote tomorrow.

I'm writing on behalf of Memphis Tomorrow and as an executive committee member of the Crime Commission to urge your support for those dedicated law enforcement officers who wish to continue serving our community through a temporary freeze or freeze extension of the DROP program.

I'm sure you agree that public safety is linked to having a sufficient complement size, and that in fact our police force is currently in a very depleted state. Even though the Strickland administration, with Council support, is actively working to address the situation, it certainly will take some time to right-size.

In the meantime, it's hard to imagine why anyone would try to prevent dedicated, experienced law enforcement officers from staying on a few more years to help their community through this difficult period of a depleted police force. In a 2017 survey of employees participating in the DROP (the bulk of whom are police officers), more than 70% expressed interest in participating in freeze or extended freeze.

We should be embracing their dedication and willingness to stay with us through this tough time!

I understand that there are arguments being made that the “experienced long-timers should be pushed out to make room for the younger folks to get promotions”. This is a culture-destroying way of thinking – pitting the older against the younger, the seasoned against the less experienced – and should not be tolerated, much less encouraged.

Instead, let’s embrace our senior leaders who are willing to stay on and help, while at the same time let’s take steps to ensure there are ample career advancement opportunities for all men and women willing to work hard in service to our community and its safety. We can, and should, do both.

In fact, I understand the administration has already taken significant steps to create opportunities for career advancement.

1. In 2016, they promoted at every rank, resulting in more than 200 officers being promoted.
2. The mayor has committed to a two-year promotion cycle
3. They are offering retention bonuses beginning this year for those with 3 – 11 years of service
4. They have implemented automatic promotion to the new PIII rank for all officers reaching 12 years of service
5. Finally, the administration is offering referral bonuses in the amount of \$2000 for officers who successfully recruit new officers. Why is this important to promotions? Once the complement of patrol officers (starting rank) is filled, MPD will have the solid foundation of “boots on the ground” necessary to allow for even more promotions into management ranks. And our current officers can not only help with this, they can actually get paid to do so!

Please vote in support of the DROP freeze/freeze extension so our most dedicated top cops can help us through these tough times.

Blair

Blair Taylor
President
Memphis Tomorrow
22 North Front Street, Suite 670
Memphis, TN 38103
Office: 901.322.8080
btaylor@memphistomorrow.org